

Organizational Behavior Principles

Sources of conflict:

There are many causes or reasons for conflict in any work setting. Some of the primary causes are:

- **Poor Communication:** different communication styles can lead to misunderstandings between employees or between employee and manager. Lack of communication drives conflict 'underground'.
- **Different Values:** any workplace is made up of individuals who see the world differently. Conflict occurs when there is a lack of acceptance and understanding of these differences.
- **Differing Interests:** conflict occurs when individual workers 'fight' for their personal goals, ignoring organizational goals and organizational well-being.
- **Scarce Resources:** too often, employees feel they have to compete for available resources in order to do their job. In a resource scarce environment, this causes conflicts – despite awareness of how scarce resources may be.
- **Personality Clashes:** all work environments are made up of differing personalities. Unless colleagues understand and accept each other's approach to work and problem-solving, conflict will occur.
- **Poor Performance:** when one or more individuals within a work unit are not performing - not working up to potential – and this is not addressed, conflict is inevitable.

Principles Of Management And Organizational Behavior

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